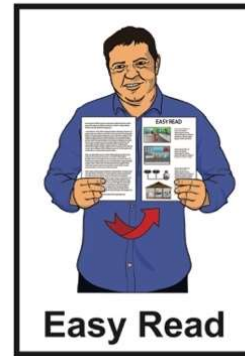




TOI MAI
Workforce
Development
Council



Barriers to diversity in the Aotearoa New Zealand tech sector – Part 3: School



Published: May 2024

What you will find in this document

Page number:



What is this document about?.....2



What did Toi Mai want to find out?9



What are the barriers at school?..... 13

Initiatives and recommendations 18



School initiatives 19

School recommendations 24

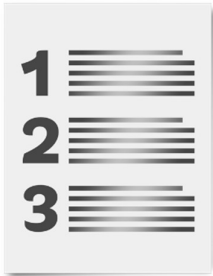


Where to find more information.....27

What is this document about?



This Easy Read document is a **summary** of a report by **Toi Mai – Workforce Development Council** called **Barriers to diversity in the Aotearoa tech sector**.



A summary:

- is shorter than the main document
- tells you the main ideas.



In this document **Toi Mai – Workforce Development Council** will be called **Toi Mai**.



A **barrier** is something that stops you from doing something.

Barriers can include things like:

- how much money you get
- where you live
- whether you have a disability
- your **race**
- your **gender**.



Race means:

- the colour of your skin
- the country you come from.

In Aotearoa New Zealand there are many different people who are from different races including:

- Māori
- Samoan
- Tongan
- New Zealand European.



Gender is if you are:

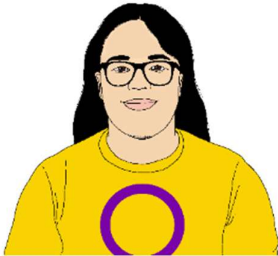
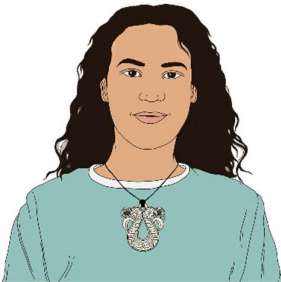
- a man
- a woman
- another gender like nonbinary.



Here **diversity** means having lots of different people in a workplace like:

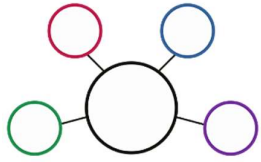
- Māori people
- Pasifika peoples
- disabled people
- **LGBTTQIA+** people.





LGBTTQIA+ stands for people who are:

- lesbian
- gay
- bisexual
- transgender
- takatāpui
- queer
- intersex
- asexual
- + is for other people who fit in similar groups.

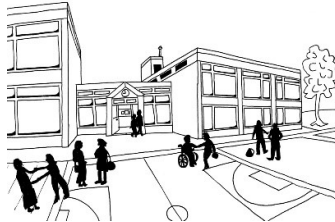


This summary of **Barriers to diversity in the Aotearoa tech sector** is in 5 parts.



The 5 parts are:

- Part 1: Introduction
- Part 2: Domestic
- Part 3: School
- Part 4: Tertiary education
- Part 5: Workforce.



3

This is Part 3.



This part is about the school:

- barriers
- initiatives
- recommendations.



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

tinyurl.com/35mvwaw6

What did Toi Mai want to find out?



Toi Mai wanted to find out what the barriers are for some people to get:

- training in the tech sector
- work in the tech sector.



Toi Mai found things out by:

- reading things written about the tech sector
- talking to people in the tech industry
- talking to people who work for them.





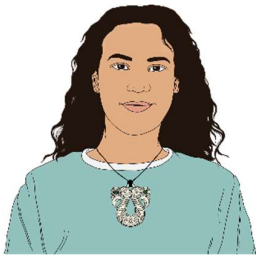
The groups Toi Mai decided to look at for the report were:



- tāngata whenua / Māori
- tagata Pasifika / Pasifika peoples



- disabled people
- women including:



- young women
- girls

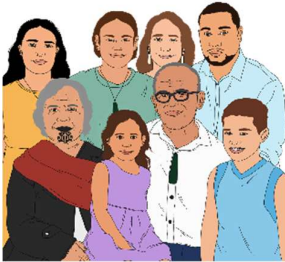


- LGBTTQIA+ people.

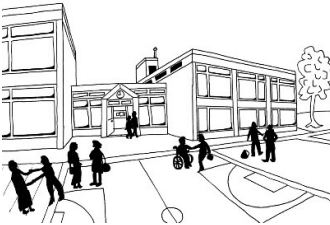
Toi Mai looked at 4 different areas where the barriers happen:



- domestic like:
 - home
 - communities
 - whānau / families



- school including:



- primary school
- high school

- tertiary education like:



- polytechnics
- universities

- finding work in the tech sector.





These areas are talked about in Parts 2 to 5.



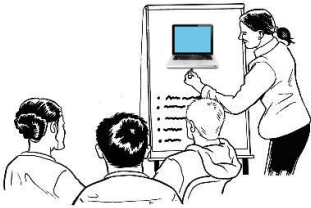
You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

tinyurl.com/35mvwaw6

What are the barriers at school?



Toi Mai looked at the barriers in the school area which stop people from getting into the tech sector.



Toi Mai looked at how technology is being taught to **learners** in schools.



A **learner** is someone who:

- is getting an education like:
 - going to school
 - going to university
- learning new skills.



A learner is another name for student.





Toi Mai found out some learners get a worse education in technology because:

- their school does not have the right tools to teach them what they needed
- teachers do not think the learners would do well at school
- **unconscious bias.**

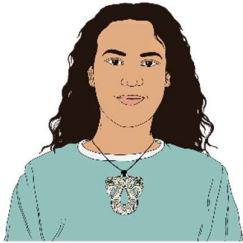




Unconscious bias is all the ways a person has learned to think about another person.

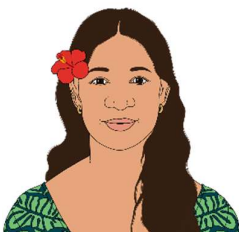
This includes how someone thinks about things like:

- their gender
- their race
- if they are disabled
- if they are LGBTTQIA+.



Toi Mai found out the people who have the most problems learning technology at school are:

- tāngata whenua / Māori
- tagata Pasifika / Pasifika peoples
- disabled people.





Toi Mai found out disabled learners needed more support when learning about technology.



Toi Mai found out teachers might not be able to give as much support to disabled learners because teachers do not:



- have the time
- have the equipment like computers
- know how to.

Toi Mai found out that girls needed more support to:



- take technology subjects at school
- know they could take tertiary technology courses
- know they could work in the tech sector.



Initiatives and recommendations



Toi Mai has found **initiatives** in the school area that support people to get into the tech sector.



An **initiative** is a thing being done to make something better.



Toi Mai has made **recommendations** in the school area on how to support people to get into the tech sector.



A **recommendation** is a thing that would be good to do.

School initiatives



1.

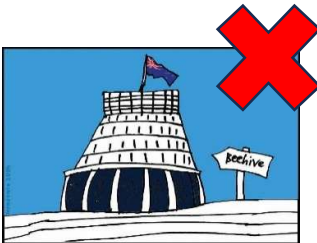
There are **Non Government Organisations / NGOs** supporting **digital inclusion** for learners in Auckland like:

- Manaiakalani
- DigiTautua.



A Non Government Organisation / NGO:

- does not always make money
- does work that supports people
- is not part of the Government.





Digital inclusion means making sure everyone gets to use technology.

2.

There are businesses working together to support digital skills for:

- Māori learners
- Pasifika learners.



There are initiatives like:

- P-TECH by IBM
- Racial Equity and Justice Initiative / REJI by Apple.



3.

The Digital Natives Academy / DNA supports rangatahi Māori in Rotorua to look at digital:



- skills
- careers.

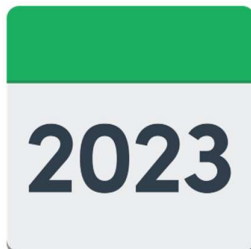
4.

Get into Games was an initiative that ran in:



- 2022

and



- 2023.

Get into Games was run by:



- the Digital Natives Academy / DNA

and

- the Ministry of Education.



It was an initiative for learners at school in Years 7 to 9.



Get into Games let learners find out about technology through playing computer games.



5.

ShadowTech is an initiative that began in 2014 for:

- girls
- young women.



The learners work with someone in the tech sector for a day to find out what their job is like.

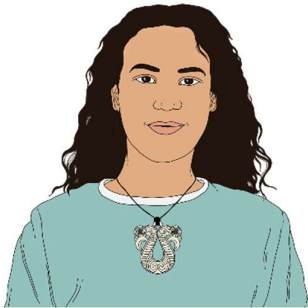


School recommendations



1.

Toi Mai says the Ministry of Education should do research on why taking tech subjects is hard for:



- Māori learners
- Pasifika learners
- girls
- young women
- neurodivergent people.



2.



Toi Mai says the **New Zealand Qualifications Authority / NZQA** could publish reports.

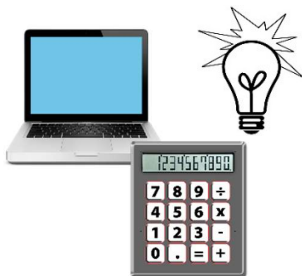


The **New Zealand Qualifications Authority / NZQA** is a part of the Government that makes sure people:

- get a good education
- have records of their education.



These reports would look at all high school learners getting the same chance to do well in **STEM** subjects.



STEM is short for Science Technology Engineering and Mathematics.

3.



Toi Mai says the Ministry of Education could support teachers to:



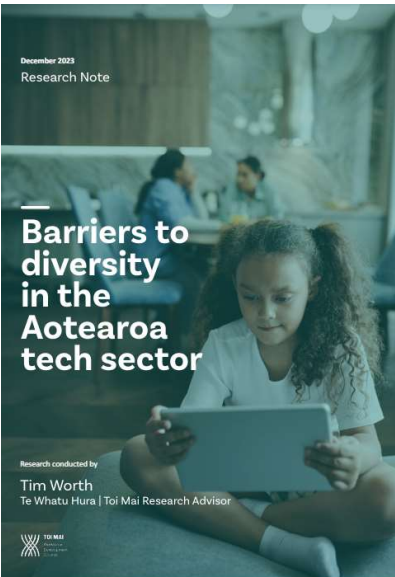
- show learners all the different jobs they could do in the tech sector
- all the different skills they can learn for these jobs.

Where to find more information



You can read the other parts of the **Barriers to diversity in the Aotearoa tech sector** Easy Read summary at this **website**:

tinyurl.com/35mvwaw6



You can read the **full Barriers to diversity in the Aotearoa tech sector** report at this **website**:

tinyurl.com/2amxkzrh



This website is not in Easy Read.



You can contact Toi Mai at their
website:

www.toimai.nz/contact-us/



You can also contact Toi Mai:

- **by phone:**

04 909 0316

- **by email:**

info@toimai.nz





This information was written by Toi Mai
– Workforce Development Council.



It has been translated into Easy Read
by the Make it Easy Kia Māmā Mai
service of People First New Zealand
Ngā Tāngata Tuatahi.



The ideas in this document are not the
ideas of People First New Zealand Ngā
Tāngata Tuatahi.



Make it Easy uses images from:



- Changepeople.org
- Photosymbols.com
- SGC Image Works
- Huriana Kopeke-Te Aho
- T. Wood.



All images used in this Easy Read
document are subject to copyright rules
and cannot be used without
permission.